

Drug and Alcohol Policy

Wakeman Mining Services Pty Ltd is committed to the safety of its employees and has a duty of care to provide a safe working environment that minimises the risk of injury to all individuals on site. Our Drug & Alcohol procedures have been developed to provide and promote a safe working environment and to avoid related accidents and incidents by striving for a drug-free work place in accordance with legislation and regulatory requirements.

This policy and procedure applies to all employees, visitors and sub-contractors on a Wakeman site.

In pursuing this commitment we will:

- ✓ Prevent injury and illness through a safe and healthy working environment
- ✓ Provide a duty of care in accordance to specific statutory requirements embodied in State Mining Legislation and similar State Legislation under the Common Law
- ✓ Provide management that will do everything possible to provide a hazard free workplace and as far as possible ensure all people on site are competent and in a fit state to work
- ✓ Ensure that any person under the influence of Drugs and or Alcohol will be directed by management to leave site in accordance with this policy
- ✓ Provide training on the individual's responsibility to attend work in good health so as not to affect the safety of other employees
- ✓ Prohibit intoxicating liquor or drugs to be taken on to the mine site
- ✓ Provide training and education on the dangers of the use of Drugs and Alcohol in relation to safe work practices
- ✓ Provide compulsory random Drug and Alcohol testing
- ✓ Provide a breathalyser offering the opportunity for employees to self test for Alcohol prior to presenting for work
- ✓ Enforce strict disciplinary action to ensure a safe work place and to discourage repeat offences
- ✓ Ensure visitors, contractors and their employees comply with this policy and related procedures.

This signed statement of Policy confirms our commitment.

A handwritten signature in blue ink, appearing to read 'R. Smith'.

Robert Smith
Director

1st January 2012